The ILO Turin Centre
training for
decent work
www.itcilo.org
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Welcome from the Director of the Centre

The Turin Centre: a talent cradle for the world of work.

The International Training Centre of the ILO (the Centre) is a leading global provider of learning and training for the world of work. As the training arm of the ILO, we consider that training is an essential key to sustainable development.

Our expertise and technical knowledge are constantly updated while remaining firmly rooted in the reality of the world of work. Our high quality training, knowledge sharing, institutional capacity-building activities and programmes are based on the latest thinking, best practices and comparative experiences. They encompass all areas of rights at work, decent employment opportunities, social protection and social dialogue.
when people learn...
...they change the world

The Centre opened its doors in 1965 and continues its mission since then. We have a shared responsibility to face the constantly evolving challenges of the world of work. The Centre has faced these challenges and has been at the forefront in preparing representatives of labour ministries, workers’ and employers’ organizations to respond to their specific training needs.

The diversity of the Centre participants and partners who attend our training programmes, and the ability of the Centre’s staff to engage with a wide variety of international work-related issues, ensures its relevance at a global level. We provide an excellent environment for valuable and helpful discussions among those advising governments, workers’ and employers’ organizations, and with the academic and research community.

We also offer postgraduate learning opportunities in various subject matters to an international audience composed of recent university graduates and career professionals through the Turin School of Development.

We are proud of our campus facilities, which are environmental friendly and offer a wide range of services to our guests. We are very grateful for the funding we receive from our host country to support our work and our infrastructure.

The Centre is a unique body in the international system also thanks to its strongly motivated and highly experienced staff who commit to offer a state-of-the-art learning experience.

I do hope that you’ll soon engage with the Centre!

Yanguo Liu
Director
WHO WE ARE

training centre

Capacity statement

As the training arm of the ILO, our mission is to be a centre-of-excellence for experience-sharing and global peer group networking. We support the ILO in its efforts to combat global unemployment; free people in forced labour; abolish child labour, and improve working conditions for domestic workers and migrant workers. We support the capacity development of Employers’ and Workers’ Organizations to enable them to be active and effective representative institutions at local, national and regional level.

As a global learning and knowledge centre on all aspects of the world of work, we work for the pursuit of social justice in order to:

- create job opportunities;
- facilitate innovation and entrepreneurship;
- strengthen labour market institutions and adapt regulations;
- strengthen and extend social protection systems;
- promote social dialogue and collective bargaining mechanisms;
- enforce rights at work;
- mainstream gender equality.

The International Labour Organization (ILO) is the only “tripartite” United Nations organization. Within the ILO, governments, employers and workers are represented on an equal footing. They are ILO constituents and essential partners in the world of work, and their representatives come together to discuss and adopt labour standards, policies and programmes.
Mission statement

“to be the leading global provider of capacity development training and learning services for the world of work”

Our Board

Given its tripartite structure, the Centre is governed by a Board composed of representatives of governments, workers’ and employers’ organizations. The Board approves the annual programme and budget, provides strategic guidance and direction to the management of the Centre, proposes adjustments to reflect changing priorities and resources, and through the review of internal and external audit reports, exercises an oversight role in relation to financial and internal governance matters. The Board meets annually and is chaired by the Director-General of the ILO.
WHAT WE DO

expertises

AREAS OF EXPERTISE

Decent Work and Sustainable Development
The promotion of Decent Work features prominently in the Sustainable Development Goals (SDGs) adopted at the UN Summit on Sustainable Development held in New York in September 2015.

The training activities of the Centre aim to strengthen the capacity of ILO constituents and other relevant stakeholders to analyse the link between Decent Work and Sustainable Development and to formulate and implement strategies and approaches to make Decent Work for All a reality.

Employment and Labour Market Policy
At national level, a coherent, integrated and well-designed employment policy, which cuts across the macro- and microeconomic dimensions and addresses both labour demand and supply, is of utmost importance to tackle employment related problems. The training activities of the Centre aim to equip participants with the necessary conceptual and operational tools to actively engage in the employment policy process.

Gender, Equality and Diversity
Gender equality is a cross-cutting policy driver for the Centre. The promotion of equal opportunities and equal treatment for women and men has always had an important place in the policy and activities of the ILO.

Enterprise Development
The purpose of enterprise development training is to assist countries to promote more and better jobs for both women and men.

The training activities of the Centre seek to better equip ILO constituents and other ILO stakeholders to promote an environment conducive to the growth of sustainable enterprises that is aligned with sustainable development objectives and the creation of productive employment and decent work.

Green Jobs
The move towards a “green economy” has been gaining momentum in parallel with the
international debate and negotiations on climate change.

That discussion has highlighted the need to take a closer look at the notion of “green jobs” and their links with economic, social and environmental development goals. The potential for green jobs exists in all countries, and at all levels of economic development. They contribute to reducing the environmental impact of enterprises and economic sectors to levels which are sustainable.

**Informal Economy**

Promoting transitions to formality and decent jobs within the informal economy has become a major development challenge nationally, across regions and as a global development goal. The training activities offered by the Centre seek to disseminate knowledge of the patterns and effectiveness of policy packages for formalization and contribute to increasing the capacity of constituents to effectively collect data on informality and to design, implement, monitor and evaluate formalization policies and strategies.

**International Labour Standards**

International labour standards are legal instruments that establish basic minimum social standards agreed upon by governments, employers and workers. They cover all matters related to work and are backed up by a supervisory system designed to deal with any problems in their application at national level. The training activities of the Centre aim to better equip ILO constituents and other ILO stakeholders to promote the ratification of international labour standards and apply and implement them as a means to advance decent work and achieve social justice.
Labour Administration and Labour Inspection
Governments across the globe recognize that in a globalized world, labour administration institutions play a key role in designing and implementing economic and social policies. Labour inspection is an essential part of the labour administration system. The training activities of the Centre aim to strengthen the capacity of Governments to better govern labour markets through the design of effective labour administration and labour inspection systems.

Labour Market Statistics and Analysis
Building technical and institutional capacity to collect and analyse information on the labour market, establishing a labour market profile, and using the labour market diagnosis to design appropriate policies and evaluate such policies, are all critical to accelerating progress towards full and productive employment and decent work for all. The Centre’s training activities contribute to the building of sound labour market information and analysis systems as a basis for comprehensive employment policies.

Labour Migration
Labour migration affects most countries in the world and migrant workers contribute greatly to development, both in countries of origin and countries of destination. However, the migration process implies complex challenges in terms of governance, migrant workers’ protection, migration and development linkages and international cooperation. The training activities of the Centre aim to strengthen the capacity of ILO constituents to develop and implement policies that minimize the negative individual costs of labour migration and maximize its positive effects for all those involved.

Microfinance
Microfinance is the provision of sustainable financial services to the poor, including credit, savings, guarantees, insurance, transfer payments, remittances and other transactions. Microfinance seeks to extend the financial market to a wider segment of the population, including young people and women.
**Occupational Safety and Health**

The ILO seeks to create worldwide awareness of the dimensions and consequences of work-related accidents, injuries and diseases. It aims to secure basic protection for all workers through international labour standards. The Centre’s training activities seek to enhance the capacity of member States and industry to design and implement policies that provide both prevention and protection.

**Rural Development**

Common constraints to unleashing the potential of rural economies include: a lack of decent jobs and reliable incomes; low productivity; informality; weak enforcement of the rule of law; ineffective organization and participation of rural people in decision-making; under-investment in agriculture, non-farm employment and infrastructure in rural areas; and limited or non-existent access to social protection and services. The Centre’s training activities aim to promote decent work in order to support sustainable rural livelihoods, with a focus on protecting and empowering vulnerable people.

**Skills Development and Vocational Training**

Skills development is a key factor in the employability of workers and the sustainability of enterprises. National skills development policies and systems strive to meet present and future labour market needs for skills and to improve productivity and competitiveness in the sectors which are critical for the achievement of national employment and development goals.

**Social and Solidarity Economy**

The social and solidarity economy encompasses enterprises and organizations such as cooperatives, mutual benefit societies, associations, foundations and social enterprises, which have the specific feature of producing goods, services and knowledge while pursuing both economic and social aims and fostering solidarity.

The training activities of the Centre are designed to disseminate knowledge on strategies and tools to promote employment through the development of organizations in the social and solidarity economy. Particular attention is given to the development of cooperatives.
Social Dialogue and Tripartism

Bipartite and tripartite social dialogue puts employers’ and workers’ organizations in a position to regulate terms and conditions of employment and to contribute to policy-making. There can be no effective social dialogue without strong, independent and capable social partners. The training activities of the Centre equip labour administrations, workers’ organizations and employers’ organizations with the capacity to participate fully in social dialogue.

Social Protection

Countries around the world are engaged in debate over how they can best adapt their social protection systems to meet the needs of ageing populations, the demands of globalization and changes in economic conditions. The training activities of the Centre strengthen the capacity of ILO constituents and other ILO stakeholders to take part in this debate and to develop concrete strategies and approaches to promote access to social protection for all.

Strengthening Employers’ Organizations

Successful companies invest, improve productivity, employ people, pay salaries, provide goods and services, generate profits and pay taxes. The growth of the private sector depends on an efficient economic and political environment. Employers and business organizations play an important role in improving business environments and achieving the conditions for companies to flourish. The services provided by employers’ organizations can also contribute to better business performance.

Strengthening Workers’ Organizations

The Centre’s Workers’ Activities Programme responds to the training needs of workers’ organizations around the world and strengthens their capacities for effective representation of the interests of working people by holding advanced courses, developing training materials, running capacity-building projects and providing advisory services.

Unacceptable Forms of Work

Work situations that deny fundamental principles and rights at work or that put at risk the lives, health, freedom, human dignity or security of workers or subject households to conditions of poverty are unacceptable.

The training activities of the Centre seek to better equip ILO constituents and other ILO stakeholders to protect both women
and men workers from unacceptable forms of work, in particular women in global supply chains, and migrant, construction, agricultural and domestic workers. Special attention is paid to the fight against child labour, forced labour and trafficking.

**Youth Employment**
The prolonged economic crisis has aggravated the youth labour market situation. Youth unemployment has continued to rise globally and is experiencing an upward trend in most regions, while developing countries also face major challenges regarding the quality of available work for young people. The Centre’s training activities aim to enhance the capacity to analyse youth labour markets and conceive and evaluate youth employment policies and programmes.

**Procurement Management**
Public procurement management is a cornerstone of good governance. Setting up effective national public procurement systems has often been a challenge, not least because of a deficit in competent human resources and the need to keep up to date with the ever-increasing complexity of the legal framework, the globalization of markets, and sophisticated contractual and tendering systems.

**Project and Programme Cycle Management**
PPCM provides an overall analytical and decision-making framework for results-based management. Proficient use of PPCM techniques is essential when it comes to ensuring that programmes and projects are relevant, feasible and effective in promoting development. The introduction of new ways to deliver development aid, including sector-wide approaches and budget-support funding, and the emphasis on Results-Based Management (RBM) in development, are all explored.
The Turin School of Development (TSD) is an ITCILO Programme created in 2009 in collaboration with the University of Turin and the Polytechnic of Turin, which offers 10 Masters in disciplines related to the core mandate of key UN agencies, designed for the benefit of an international audience of future experts and leaders.

Teaching provided in the different thematic areas promotes new generational expertise at the global level, embedding the 2030 UN Agenda for Sustainable Development guidelines, in particular Goal 8, which promotes sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Since 2015, the School is enriching its offer with a research cluster and a Ph.D. Programme launched in cooperation with the ILO and selected universities, which is attracting more and more attention. You may find all the details visiting the TSD web page: www.itcilo.org/turinschool.
portfolio

Standard training

We are a unique institution whose specific assets include our:
- reservoir of expertise on employment, labour, human resources development and capacity-building in-depth knowledge of the specific social, economic and cultural conditions of different countries and regions
- worldwide network of partner institutions and resource persons
- close links with the ILO and the whole United Nations system
- strong client orientation, multi-lingual delivery, inter-disciplinary perspective and gender sensitivity
- constant evaluation and fine-tuning of our services
- cutting-edge information and communication technology
- modern residential facilities on our campus in Turin, Italy
- favourable location for relevant study visits, in the heart of Europe
- advanced training facilities, global scope and multi-cultural learning environment.

The annual training catalogue is available at: http://www.itcilo.org/en

Tailor-made activities and advisory services

Within the framework of the ILO’s Decent Work agenda, we identify, package and disseminate the best thinking and practice concerning the world of work. In addition to courses whose repeated success has made them standards, we tailor existing courses to changing circumstances and requirements. We also design new courses and other learning events to meet specific needs and requests.

We also use our expertise to offer back-up and advisory services, such as:
- training needs analysis
- project design
- multimedia publishing
- on-line information and advice
- evaluation
- follow-up.
Academies

Academies are learning events that group together different topics in a particular field and offer participants a choice of individual learning paths that can vary according to subject and language. The Academies offer a chance to customize the learning experience by choosing which modules are most relevant to individual and organizational needs, sharing knowledge with a large international community of practitioners, and establishing networks and partnerships with other national, regional or global organizations.

We also organize workshops, seminars, expert meetings, other special events and individual placements, upon request, either on campus in Turin, Italy, or in participants’ home country or region, or through distance-learning.
innovative approach

New learning methodologies and technologies

The Centre is continuously updating its learning methods, in particular in the following areas:

- Participatory learning and knowledge sharing
- Active use of more than 60 different participatory learning methodologies and technologies in all our training activities

Technology enhanced learning

**E-campus**
The E-campus, the new institutional hub for e-learning, responds to the diverse learning needs of ILO constituents. It offers a wide range of learning modalities including self-guided e-learning modules, tutor-based e-learning programmes, on-line communities of practice, webinars and relevant knowledge products.
  [https://ecampus.itcilo.org/](https://ecampus.itcilo.org/)

Mobile learning

Learning anytime, anywhere is mobile learning. The Centre is using mobile learning tools to create high quality, relevant and impactful learning experiences.

- **To engage** participants with mobile accessible content, forge new communication channels and lasting contacts
- **To share** knowledge and give access to expertise, to create networks to pass on knowledge
- **To interact** and mutually shape the learning process, test understanding as people learning.

The Centre also actively deploys tablets for participants for selected learning activities and academies.
  [http://mobile.itcilo.org/](http://mobile.itcilo.org/)
Learning innovation

Innovation in learning is at the heart of the Centre, as that is what creates its unique and comparative advantage. This has resulted in specific projects:

- **MOOCS:** Massive online open courses to increase outreach and make ITCILO knowledge more accessible
- **Gamification:** to bring in latest insights of simulations and game specific element to increase the learner’s engagement and participation. [http://gamification.itcilo.org/](http://gamification.itcilo.org/)
- **Transformational Learning Services:** to explore complex methods that not only focus on learning and knowledge sharing needs at the level of the participant, but move beyond and focus on organizational development and institutional capacity development.
- **Networked learning** and **informal learning** constitute an important factor of how we learn in the 21st Century. Learning innovation is systematically documented on the Centre’s blog which is a practical technological tool raising awareness on new learning methodologies and technologies. [http://blog.itcilo.org/](http://blog.itcilo.org/)

Communication technologies

**Social media**
The Centre extensively engages in **social media channels** to provide the public with an opportunity to familiarize itself with its mission and activities. The most commonly used social media are Facebook, Twitter, Linkedin and Youtube. They are focused on the following objectives:

- Sharing ITCILO information;
- Keeping colleagues informed of upcoming workshops and learning events, and allow them to report back and continue to work with one another following the events;
- Engaging in a dialogue with stakeholders, partners, participants and friends.

**Digital Library**
Participants and Staff are provided with a privileged access to a selected number of online resources such as databases, journal, apps, etc. Some of those resources are freely accessible from everywhere (i.e. research guides on different ILO topics, LABORDOC, the ILO global catalogue of books and publications, World Bank ELibrary…) while others can be accessed only from the Centre’s campus using its free wi-fi (for instance Jstor, EBSCO, The Economist, OECDilibrary…).

**Campus Life Portal**
Campus Life is a tool designed to provide information to guests, visitors and staff members before, during and after their stay on campus. It provides up-to-date information on services available on campus, training activities, social life events.

**New ITC initiatives**

- Wi-fi is accessible in all Campus classrooms and facilities.
- Audience response system: enhance participatory learning approach.
- Digital white boards.
outreach

Many people want to build a better and fairer world, but how many do something about it? Today, if you are ready to accept that challenge, you will need more knowledge and learning than ever before.

Wherever you are, whatever you do, the learning and training offered by the Turin Centre will help you to strengthen and develop your own knowledge and skills and the capacities of your organization. People around the world are learning, sharing knowledge, and creating value through the Centre’s networks.

Our participants are civil servants, workers and employers’ representatives, people who work for NGOs and are directly involved in social and economic development at local, national and regional level. For many of our participants, it is a unique opportunity to be in contact with the International Labour Organization and its principles, policies and tools to improve work conditions and social justice.

The Turin Centre provides the space you need to acquire the essential knowledge that will equip you to promote decent work, social justice and sustainable development. This approach will prepare you to work better within your organization in order to make a difference.

Decent work: A universal aspiration and global commitment

With its Decent Work Agenda reflected almost in its entirety across the 2030 Agenda, the ILO is looking forward to putting its decades of knowledge and experience at the service of its constituents – workers, employers and governments – to support the attainments of the new goals. This is where the Decent Work Agenda takes engagement to new partnership levels, including multistakeholder partnerships in the spirit of SDG 17 on partnerships for the goals.

The ILO is determined to meet the responsibilities of the 2030 Agenda. We are working intensively to ready ourselves as a strong UN player at the country, regional and global levels to provide well-integrated policy advice and effective development cooperation programmes in support of the Agenda.
ITCILO AT A GLANCE

partnership

How we are funded

Sources of revenue

Around one-third of our annual budget is funded through fixed contributions mainly from the ILO and the Government of Italy, and the balance is provided through direct agreements with bilateral and multilateral funding and recipient institutions. We also use South-South and Triangular cooperation to facilitate the transfer of knowledge and experiences among emerging and developing countries and competitive bidding with the European Union and the Development Banks.

REVENUE BY SOURCE

- Voluntary contributions: 33%
- Training activities: 60%
- Publications and other: 7%

RESOURCE MOBILIZATION AND PARTNERSHIP

COMPETITIVE BIDDING
- European Union
- World Bank
- Regional development banks
- Development agencies

EXTERNAL RELATIONS
- Hosting delegations
- Steering committees
Facts and figures

443 activities per year

12,500 participants per year

250,000 participants from 1965 to 2015

All figures are related to the year 2015

DISTRIBUTION OF PARTICIPANTS BY REGION

Asia and the Pacific: 22%
Arab States: 4%
Europe (non-EU) and Central Asia: 6%
International civil servants: 12%
America: 29%
Europe (EU): 18%
Africa: 9%

DISTRIBUTION OF PARTICIPANTS BY GENDER

Men: 58.07%
Women: 41.93%

PARTNERSHIP

- Through direct agreements
- Through the ILO
- Competitive bidding

REGIONAL DIMENSION

- Training advisory services

SOURCE OF REVENUE

- Fixed voluntary contributions
- Programmatic funding (earmarked to specific programmes, projects and activities)
WHERE WE DO IT

the world in one campus
The campus in Turin

Situated in the historic city of Turin, the campus is a unique and pleasant working environment, with conference, training and residential facilities set in ten hectares of riverside parkland. All residential services are available for a pleasant stay, including cultural and social events in the evenings and at weekends.

The Piemonte Conference Centre (1,500 square metres) includes a conference hall which can accommodate up to 350 people, 6 classrooms and 4 secretariat offices. There are 35 additional classrooms (for 20 to 200 people), which offer state-of-the-art technological equipment: six with interpretation equipment and all with internet, and video facilities. Computer laboratories are available.

The residence can accommodate up to 340 people in 260 single, double and family bedrooms, including twenty rooms with facilitated access and eleven located in the 4-star Augusta Wing.

The campus also offers a sit down restaurant, a free flow canteen, the recently renovated Valentino Bar, an outdoor seasonal coffee lounge, a bank, a post office, a travel agency, a medical centre, and sport facilities.
The guest at the centre of the Centre

To complement its training offer, the Centre is committed to letting every participant enjoy a unique residential experience.
**FOOD**: based on the world renowned Italian cooking tradition, we offer local, glocal and ethnic meals to create the opportunities for intercultural experiences through food; at the same time we care about dietary and allergy issues.

**LEISURE** activities: a visit to Turin or to one of the other amazing Italian cities, a trip to France, a sport tournament, a guided bike tour, the participation in an artistic event, a wine-tasting night or simply some shopping are examples of the extensive offer of leisure time activities that we organize.

**SPORTS**: two gyms and various sports facilities including football, beach volley and tennis courts. In addition, free-of-charge bicycles are available for a ride on campus or downtown Turin.

**ENVIRONMENT**: The ITCILO is a leading edge organization with regard to eco-awareness and sustainability issues. The Centre is engaged to getting the most out of its unique green location, to minimizing waste, to reducing the overall energy need, and to diffusing an environmental consciousness throughout the whole campus community. Since 2013 it has been awarded the Green Flag which visibly represents our continuous commitment towards an overall climate neutrality and a positive impact on eco-sustainability.
TURIN: International capital of training

With the presence of the European Training Foundation, the University, the Polytechnic and other prestigious research and training institutions, together with the constantly widening activities of the Centre, Turin itself is fast developing into an international hub for top-quality training and learning.

Turin caters to all kinds of tourism, including skiing and active lifestyles, high-end gastronomy and wine-tasting, world-class museums and architecture.

- The New York Times recommends Torino as one of the 52 world cities to be visited;
- The royal palace of La Venaria Reale has been restored to its former glory and is included in UNESCO’s Heritage List.
- UNESCO recently declared the Po park and the Turin hills as a biosphere reserve.
- Torino has been awarded with the European Capital of Innovation Award for its “open innovation models supporting social innovation start-ups and creating new market opportunities for urban innovations”.
- The Egyptian Museum in Turin has the world’s second-largest collection of Egyptian antiquities.
- The National Cinema Museum of Turin is the world’s only museum of its kind. It traces the history of the moving image up to the present day and is located in Turin’s tallest building, the Mole Antonelliana.
- In winter, the Alps offer ski resorts while in summer the Ligurian coast is just a drive away.
**CONTACT INFO**

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The ILO Turin Centre
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